



Hilton Hotels Corporation  
Beverly Hills, CA  
www.hilton.com

#### Industry:

Travel & Transportation

#### Annual Revenue:

US\$8.16 billion

#### Employees:

105,000

#### Oracle Products & Services:

PeopleSoft Enterprise Human  
Capital Management Suite  
Human Resources  
Payroll  
Talent Acquisition Manager  
Candidate Gateway  
iRecruitment

**“With Oracle’s PeopleSoft Enterprise iRecruitment, we are entering a new era in employee recruitment. The system enables us to screen thousands of candidates rapidly and consistently—which, we anticipate will result in faster and even more effective hires.”**

– David Mallett, Senior Director,  
Human Resources Information  
Systems and Project Management,  
Hilton Hotels Corporation

## Hilton Hotels Corporation Effectively Manages Millions of Resumes Annually and Streamlines Hiring Process

Hilton Hotels Corporation is an international chain of full-service hotels and resorts founded by Conrad Hilton and now owned by the Hilton Hotels Corporation. Hilton Hotels are either owned, managed, or franchised to independent operators by the Hilton Hotels Corporation. Hilton became the first coast-to-coast U.S. hotel chain in 1943.

### Challenges

- Streamline the hiring process, enabling the company to effectively assess viable candidates from among hundreds of applicants for specific positions
- Ensure that the company enforces consistent hiring practices in compliance with federal regulations governing contractors
- Reduce administrative burden of entering paper applications into compliance and human resources systems
- Deploy an enterprisewide human resources (HR) system to standardize processes and improve efficiency

### Solution

- Deployed Oracle’s PeopleSoft Enterprise Human Capital Management Suite as Hilton’s HR system of record worldwide, improving productivity, efficiency, and flow of critical data
- Used the system’s position management capabilities to define parameters, salary range, and responsibilities for every job in the company, laying the foundation for online recruiting
- Implemented PeopleSoft Enterprise iRecruitment to eliminate paper-based recruiting processes, enabling candidates to conveniently apply online
- Accelerated circulation of qualified candidate resumes
- Provided candidates and managers with on-demand visibility into the status of the hiring process
- Expected to manage more than 1.5 million resumes annually
- Reduced administrative burden by eliminating the need to rekey candidate information into Hilton’s compliance system
- Provided flexibility for multiple language capabilities, enabling Hilton to create a Spanish interface for candidates responding to positions for which English is not a requirement